REPORT TO THE LEGISLATURE
Pursuant to P.A. 121 of 2024
Article 2, Section 304

Sec. 304. (1) From the funds appropriated in part 1, the department shall submit a report not later than March 1 on the number of employee departures. The report must include all of the following:
(a) The number of corrections officers that departed from employment at a state correctional facility in the previous fiscal year and the number of years they worked for the department.
(b) A chart that shows the normal distribution of employee departures in the positions described under subdivision (a) based on years of service. Years of service must be grouped into the following ranges: 1 to 3 years, 3 to 5 years, 5 to 10 years, 10 to 15 years, 15 to 20 years, and 20 and more years.
(c) A section that shows the distinction between all of the following:
(i) Recruits who are in training at the academy that depart employment.
(ii) Recruits who are in training at a facility that depart employment.
(iii) Employees who have been on the job that depart employment.
(2) The department shall review all reasons for employee departures and summarize in the report required under this section the primary reasons for departure for each of the ranges of years of service described under subdivision (1)(b) based on the available responses.

FY 2024 Employee Departures - Boilerplate Report

Total Employee Departures: **1,161**
Total Corrections Officer Departures **608**

Death	**5**
Years of Service	
< 1 yrs	2
1-3 years	1
3-5 years	0
5-10 years	0
10-15 years	0
15-20 years	0
20 + years	2

Retired	**83**
Years of Service	
< 1 yr	1
1-3 years	0
3-5 years	0
5-10 years	0
10-15 years	2
15-20 years	6
20+ years	74

Dismissed	**91**
Years of Service	
Academy	**12**
In Training at Facility	**8**
< 1 yrs	16
1-3 years	28
3-5 years	9
5-10 years	5
10-15 years	2
15-20 years	2
20+ years	9

Transfer outside MDOC	**18**
Years of Service	
Academy	**1**
In Training at Facility	**0**
< 1 yrs	
1-3 years	6
3-5 years	6
5-10 years	3
10-15 years	2
15-20 years	0
20 + years	0

Voluntary Departures	**384**
Years of Service	
Academy	**70**
In Training at Facility	**30**
< 1 yr	53
1-3 years	109
3-5 years	42
5-10 years	49
10-15 years	12
15-20 years	4
20+ years	15

WRLOA	**27**
Years of Service	
< 1 yr	0
1-3 years	1
3-5 years	2
5-10 years	7
10-15 years	5
15-20 years	2
20+ years	10

- Recruits that departed while in training at the academy: **83**
- Recruits that departed while in training at a facility: **38**
- Officers that departed while on the job: **487**

- The MDOC provides all employees leaving the Department with the opportunity to complete an Exit Interview. This process is voluntary for the employee and not all employees choose to participate, meaning the results do not capture the departure reasons for all employees. Across all years of service groups, the most common reasons cited for leaving the Department other than planned retirement are:

1. Found Another Job/Promotion
2. Personal Reasons
3. Overtime/Mandates
4. Job-Related Stress
5. MDOC Employment Was Not For Them